P 16

G R S 58]

*Previous references*

File No 68

1901—2

Serial Nos 1—3

( Education)

*Later references*

# GENERAL AND REVENUE SECRETARIAT

*Serial Nos* 1—3

Major Part B for ~~April~~ 1902

SUBJECT

Scale of salaries for Lady Teachers to be employed in Government Girls' Schools

H 1— 910 1239-40 / Ed 46 S 24 7 01 To D of Education & Comptroller

Fixes a scale of salaries for Lady Teachers to be employed hereafter in Government Girls' Schools

H 2— 910 1835 / 259 S 11 3 02 From D of Education forwards a list of Mistresses employed in Government Girls' Schools entitled to more pay in accordance with Government Order referred to above

3- ms 16195-6 Ed 339 Ag 2 4 02 To D Cy of Education, & Comptroller

Approves of the Suggestions of the Inspector-General of Education

Indexed

Wm McCallum

Accepted for 4/1/14

Order No

Dated

It is observed that there is no regular scale of pay fixed for the lady teachers employed in Govt Girls' Schools In many Cases, the Salaries allowed are ~~over~~ more liberal than either the present state of education among women and the value of the services rendered seem to require or justify The following revised scale has been drawn up in Consultation with the Inspector-General of Education, and as it seems to be quite suitable in all respects and to afford reasonable inducements for those likely to compete for such places, its adoption is ordered in respect of all appointments hereafter to be made

For Candidates with Qualifications in the 1st Column, the pay ~~shown~~ in the 2nd Column for the corresponding class will

The following scale of pay will (in future) be adopted to regulate the appointments of lady teachers in Girls schools The same has been fixed in consultation with Mr. Bhabha and seems quite suitable At present there is no fixed scale and in many cases, the salaries allowed are over liberal The need for such large salaries has ceased to exist —

| Qualification | Pay |
|---|---|
| The Lower Secondary Exam$^{n}$ | 20 per mensem |
| The Lower Secondary Exam$^{n}$ & the Teachers Certificate Exam$^{n}$ | 25-30 |
| The Upper Secondary Exam$^{n}$ | 30-40 |
| The Upper Secondary Exam$^{n}$ & the Teachers Certificate Exam$^{n}$ | 40- |

P.T.O.

| Qualification | Pay |
|---|---|
| The Matriculation Examn | II Class (30 – 4½ – 50 Rs) |
| The F A Examn | IV – do – (50 – 40/2 – 100) |

2nd Secretary
Selected 1964

Secretary
25/1/64

To The Dy. Dir. of Education, in Mysore
The Comptroller, Mysore Govt

be awarded as the starting Pay Promotion thereafter will depend either on their acquiring superior qualifications or on satisfactory work after reasonable Period of Service & existence of vacancies in higher ranks

3

The 2d Councillors Remarks on the Draft order regarding the scale of pay to be fixed for the Lady Teachers

"I think this is all right But before issue, please submit it to Dewan with file (1) and a note (2)"

(5) note

1) At present there is no fixed scale of pay to the Lady Teachers employed in Govt Girls' Schools As an inducement to Female Education, the students of the Maharanis College were appointed Lady teachers Those who passed the Lower Secondary Exam^n (with or without the Teachers Certificate from the training class of the Maharanis College) were started on Salaries ~~ranging~~ from Rs 20 to Rs 30 Sometimes unpassed candidates also were employed on similar pay Those who passed the Vernacular Upper Secondary Exam^n, with the Teachers Certificate, Upper or Lower Secondary Grade, as in some cases, and those who failed to pass the Matriculation Exam^n were

were employed on pay 4
ranging from Rs 30 to 50

Only one lady who passed
the Matriculation Exam
received Rs 100

Three candidates who
passed the F A Exams
were encouraged with appoint
ments carrying a pay of Rs 150

The Draft order proposes
a scale fixing the pay of the
Lady teachers according to
their EDC qualifications

The I JC who was consulted
by the Second Councillor agrees
that the proposed scale is
suitable

2) The file is hereunto submitted

19/7/09

J Otto Dewar

S

2 File relating to the Scale of ~~fees~~ fixed for passed Lady Teachers, submitted to the Senior Br as called for

14/4/13 Please register
14/8/07 if this is not matter
L/14 that should go before
Council

M Jackman Asst Sec
14 August 1907

I do not think that this is a matter to go before the Council The nearest heading that might cover this is No 10 on P10 of Rules & Orders – which is "Any material revision of establishment in any department" As far as I can see, this saying

6

down of a scale of pay does not fall within the description I am however somewhat diffident if the Councillor pleases, the question may be placed before the Dewan

15-8-1901
H. Manjunadayya

Kindly do so especially with reference to admission of classes D I & C IV

M. Padmanabha Rao
15/8/1901

Submitted to the Dewan.

16/8

1677
16/8/01
21/8/01
454

The Council rules
limits of appts
given are quite clear
& I do not understand
how the element
of doubt arises
D I & C IV are not
included in the last-
named Article of the 1st
Commission and must
clearly

This may be filed
23/8/1901

Subd to the Dewan for perusal of the above remarks 24/8/01

1765
25/8/01
751
21/8
20 VIII 01

7

(1) a

File Concerning Scale of Pay to lady teachers—

To the Hon'ble Councillor for kindly perusing the Dewan's remarks &c

22/8/1907

Eadr
6892 1901

Order No. 1239-40 / 6546 Dated 24/7/01

It is observed that here is no regular scale of pay fixed for the Lady teachers employed in Government Girls' Schools. In many cases the salaries allowed are more liberal than either the present state of Education among women or the value of the services rendered seems to require or justify. The following revised scale has been drawn up in consultation with the Inspector General of Education, and as it seems to be quite suitable in all respects, and to afford reasonable inducements for those likely to compete for such places, its adoption is ordered in respect of all appointments hereafter to be made,

1st Grade Class Scale

2 For candidates with qualifications in the 1st column the pay shown in the 2nd column for the corresponding class, will be awarded as the starting pay. Promotion thence forth will depend either on their acquiring superior qualifications or on satisfactory work for a reasonable period of service and existence of vacancies in higher ranks

Draft submitted again for the 2nd Cr as some alteration has been suggested

13/7/1901

Rec'd 13/7

I should like all papers before passing. Please submit draft when ready for signature

16/7/01

17/7

Rec'd 117 V385

138 Minute of Council 20 VII 01

Submitted to the 2d Councillor for perusal -

29-7-01

Rec'd 29/7

Returned 30/7/01

PTO

| Qualification | Pay Rs per mensem |
|---|---|
| The Lower Secondary Examn. | 20 —— |
| The Lower Secondary Examn and the Teachers' Certificate Examn | 25 - 30 — |
| The Upper Secondary Examn | 30 — 80 — |
| The Upper Secondary Examn and the Teachers Certificate Examn | 40 — 80 — |
| The Matriculation Examn | 80 I Class ( Rs. 30 - 4/2 - 50 Rs ) |
| The F A Examn | C II 80 - ( 50 - 10/2 - 100 ) |

Secretary 30 20 21/7

2nd Cls orders 9 18/6

Rbk 13/7/01

To The I Gl of Education, in Mysore
Comptroller, Mysore Govt -

Press copy made 25/7

3 (b)a

*Proceedings of the Government of Mysore Education dated 24th July 1901*

No 1239 40—Ed 46 dated Bangalore 24th July 1901

Order—It is observed that there is no regular scale of pay fixed for the Lady Teacher employed in Government Girl's Schools In many cases the salaries allowed are more liberal than either the present state of education among women or the value of the services rendered seems to require or justify The following revised scale has been drawn up in consultation with the Inspector General of Education and as it seems to be quite suitable in all respects and to afford reasonable inducements for those likely to compete for such places, its adoption is ordered in respect of all appointments hereafter to be made in the Education Department

For candidates with qualifications in the 1st column the pay shown in the 2nd column for the corresponding class will be awarded as the starting pay Promotion thenceforth will depend either on their acquiring superior qualifications or on satisfactory work after a reasonable period of service and existence of vacancies in higher ranks

| Qualification | Pay |
|---|---|
| The Lower Secondary Examination | Rs 20 per mensem |
| The Lower Secondary Examination and the Teachers' Certificate Examination | Rs 25 per mensem |
| The Upper Secondary Examination | Rs 30 per mensem |
| The Upper Secondary Examination and the Teachers' Certificate Examination | Rs 40 per mensem |
| The Matriculation Examination | D I Class (R 30— —R 50) |
| The F A Examination | C IV Class (R 50— —R 100) |

H V NANJUNDAYYA,
*Secy to Govt Gen & R v Depts*

To—The Inspector General of Education in Mysore
The Comptroller to the Government of Mysore

Exd.—c v

4

1901-1902

GOVERNMENT OF MYSORE

EDUCATION

PROCEEDINGS

*Dated 24th July 1901*

No $\frac{1239\ 40}{\text{Ed } 46}$

Fixing a scale of salaries for Lady Teachers to be employed hereafter in Government Girls' Schools

SBP—29 7 1901—200

Submitted for orders

17/3/02

Ed 345

Edn No 81 ]

OFFICE OF THE
12020
1902

1901-2

From H J Bhabha Esq Inst,
~~The~~ Inspector General of Education
in Mysore

I think the Govt recommendations may be observed

18/3/1902

To H V Nanjundayya Esq Inst Asst,
Secretary to the Govt of Mysore,
Genl & Rev Depts,
Bangalore

No 7835/259

Dated

Received 11-3-1902

No of Enclosures 1

The 2nd Councillor was on Leave

Rec'd 18/3 or

19/3/02

Subject

Forwarding a list of Mistresses employed in Govt Girls' Schools entitled to more pay in accordance with Govt Order No 1239-40 Ed-46 of 24/7/1901

Edn

6866 1901

2

Edu 81]

6 (7)

OFFICE OF INSPECTOR GENERAL OF EDUCATION IN MYSORE

No 7835-59 Judl / Bangalore 11th March 1902 190

From

H J BHABHA Esq BA,
Inspector General of Education in Mysore

To

H V Ranjundayya Esq B A L L
Secretary to the Government of Mysore
General and Revenue Departments
Bangalore

SIR,

I have the honour to inform you that there are some female teachers who have passed the Lower Secondary and Teachers' Certificate Examinations employed in Government Girls' Schools on the pay that was available in the budget at the time their services were first entertained In accordance with Government Order No 1239-40/Edu 3 dated 27th July 1901 however they are entitled to more pay I request therefore that the scale of pay fixed by the above order may be considered the maximum scale for the qualifications stated and that the Inspector General may be authorised to propose adequate pay suited to the person and the locality within the prescribed scale in the case of those teachers whose pay is comparatively low If Government approve of these views I would submit for sanction a revised scale of pay for the eight female teachers named in the enclosed list

I have the honour to be
Sir
Your most obedient servant

H J Bhabha
Inspector General

7

Edn
689/1901
3

Read agenr. (5)

Govt Gro Nr 1239 40 d
Ed 46
24th July 1901, fixing a
scale of pay for qualified
Ladies entering the Education
Department of the State to
serve as teachers in
Girls schools

Read — Letter Nr
1835/259 d 11th March 1902
from the D Gl of Education,
in Mysore, making certain
suggestions in regard to the
scale fixed in the above
order

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Order thereon
Nr 16195-6 D 2/4/02
Ed 339

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Govt approve of the
suggestions of the D Gl and
order accordingly that
the scale of pay sanctioned
for the Lady teachers in the
Govt Order read above
be

be the maximum scale for the qualifications stated 8

2 The D.P.I. is at liberty to propose adequate pay suited to the person and the locality within the prescribed maximum, in the case of all new appointments

3 The revised scale of pay proposed for the eight female teachers who are already in service and whose pay is lower than the fixed scale, is sanctioned, and the list furnishing the details of the revision will be forwarded to the Comptroller for information.

Draft
2d Comptroller's
21/3/02 yes

H.W. 22/3
Secretary

vide
Map keeping the list
Copy Rules
Cy 1/4/02

To The D.P.I. of Education, Mysore
Comptroller, Mysore Govt, with the list.

| | Name | Examinations passed | Designation | Present pay | Pay according to G G O No 1237 4/01 Ed 46 of 24th July 1901 | Proposed Pay | Remarks |
|---|---|---|---|---|---|---|---|
| 1 | Pushpavati Channappa | Eng L S | Fancy work Mistress Govt Girls School Bangalore | 15- | 20 | 20 | |
| 2 | D Sitamma | L S & T C Exam | Assistant Mistress Aryabala Lalasala Bangalore | 20 | 25- | 20 | |
| 3 | K Venkamma | L S & J C | Assistant Mistress Govt Girls School Bangalore | 15- | 25- | 20 | |
| 4 | Alchamma | L S & J C | Do Do | 12 | 25- | 20 | |
| 5 | Lakshmidevamma | L S & J C | Do Chamarajpet Govt Girls School Bangalore | 20 | 25- | 20 | |
| 6 | Gnana Reuben | L S | Fancy & Needle work Mistress | 10 | 20 | 15- | |
| 7 | J Narasamma | L S | Do Do Sewing & Assistant Mistress Kannada Girls school Kolar gold | 7 | 20 | 15- | |
| 8 | Narasamma | L S | Assistant Mistress Kannada Girls School Chamarajnagar | 7 | 20 | 15- | |

Bangalore
11th March 1902

Sd N J Bhabha
Inspectress General